AGENDA
SAN GORGONIO MEMORIAL HOSPITAL
REGULAR MEETING OF THE
HUMAN RESOURCES COMMITTEE
A COMMITTEE OF THE BOARD OF DIRECTORS
WEDNESDAY, JANUARY 19, 2011 – 9:00 am
Administration Boardroom
600 N. Highland Springs Avenue, Banning, CA  92220

Assistance for those with disabilities: If you have a disability and need accommodation to participate in the meeting, please call Administration at (951) 769-2101 so that necessary arrangements can be made.

I. Call to Order D. Ellis

II. Public Comment

A five-minute limitation shall apply to each member of the public who wishes to address the Human Resources Committee of the Hospital Board of Directors on any matter under the subject jurisdiction of the Committee. A thirty-minute time limit is placed on this section. No member of the public shall be permitted to “share” his/her five minutes with any other member of the public. (Usually, any items received under this heading are referred to staff for future study, research, completion and/or future Committee Action.) (PLEASE STATE YOUR NAME AND ADDRESS FOR THE RECORD.)

On behalf of the San Gorgonio Memorial Hospital Board of Directors, we want you to know that the Board/Committee acknowledges the comments or concerns that you direct to this Committee. While the Board/Committee may wish to occasionally respond immediately to questions or comments if appropriate, they often will instruct the CEO, or other Administrative Executive personnel, to do further research and report back to the Board/Committee prior to responding to any issues raised. If you have specific questions, you will receive a response either at the meeting or shortly thereafter. The Board/Committee wants to ensure that it is fully informed before responding, and so if your questions are not addressed during the meeting, this does not indicate a lack of interest on the Board/Committee’s part; a response will be forthcoming.

OLD BUSINESS

III. *Approve Minutes D. Ellis

<table>
<thead>
<tr>
<th>Date</th>
<th>Minutes Approved</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 20, 2010 meeting</td>
<td>1</td>
</tr>
<tr>
<td>November 18, 2010 special meeting</td>
<td>7</td>
</tr>
</tbody>
</table>
SGMH Board of Directors
Human Resources Committee
January 19, 2011

NEW BUSINESS

VI. Reports

L. Gomez

A. Employment Activity/Turnover Reports (10/1/10 - 12/31/10)
   1. Employee Activity by Job Class
   2. Overall Vacancy Rate 12/31/2010 Chart
   3. RN Vacancy Rates Chart 12/31/2010
   4. Separation Reason Analysis Chart

B. Employee Benefits
   1. Workers Compensation Overview Report 10/1/10 to 12/31/10
   2. Workers Compensation Loss Ratio Summary Overview
   3. Experience Rating 2011 (135%), 2010 (118%) and 2009 (99%)
   4. Modified Duty Frequently Asked Early Return to Work Program Questions which we are once again doing as of November 29, 2010
   5. Early Return to Work Offer letter example

C. HIPAA complaint by Associate against another Associate
   verbal investigation and outcome

V. Policy changes/updates:

L. Gomez

* Approve amended policy #1.6
   • Americans with Disabilities Act Amendments Act enacted into law January 1, 2009

VI. Future Agenda Items

• Continued changes/updates to policies

VII. Adjourn

D. Ellis

* Requires Action

In accordance with The Brown Act, Section 54957.5, all public records relating to an agenda item on this agenda are available for public inspection at the time the record is distributed to all, or a majority of all, members of the Committee. Such records shall be available at the Hospital office located at 600 N. Highland Springs Avenue, Banning, CA 92220 during regular business hours, Monday through Friday, 8:00 am - 4:30 pm.

******************************************************************************

Certification of Posting

I certify that on January 14, 2011 I posted a copy of the foregoing agenda near the regular meeting place of the Board of Directors of San Gorgonio Memorial Hospital Human Resources Committee, said time being at least 72 hours in advance of the meeting of the Human Resources Committee (Government Code Section 54954.2).

Executed at Banning, California, on January 14, 2011

Bobbi Duffy, Executive Assistant